



SAFEGUARDING POLICY

DIP-CO Safeguarding Policy

Purpose

At DIP-CO (Divine Initiative Psychology and Counselling Organisation), safeguarding is central to our mission of nurturing emotionally healthy children, empowering young people, strengthening families, and building resilient communities.

We are committed to creating safe, respectful, and inclusive environments where every child, adolescent, young adult, parent, volunteer, employee, consultant, and partner is treated with dignity and protected from harm.

Our Commitment

DIP-CO has zero tolerance for abuse, neglect, exploitation, harassment, bullying, discrimination, or any form of violence.

We are committed to:

- Promoting the safety, dignity, and well-being of all participants in our programmes.
- Preventing physical, emotional, sexual, verbal, and psychological harm.
- Creating environments where concerns can be raised safely and respectfully.
- Responding promptly and appropriately to safeguarding concerns.
- Complying with applicable laws and professional ethical standards.

Who This Policy Applies To

This policy applies to:

- Employees
- Consultants
- Volunteers
- Interns
- Board members
- Facilitators
- Contractors
- Partners acting on behalf of DIP-CO

It also applies to all participants in DIP-CO programmes and activities.

Expected Standards of Conduct

Everyone representing DIP-CO is expected to:

- Treat all individuals with dignity, fairness, and respect.



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- Maintain professional boundaries at all times.
- Protect confidential information.
- Obtain appropriate consent before collecting personal information, photographs, videos, or testimonials.
- Use respectful and appropriate language and behaviour.
- Immediately report any safeguarding concerns.

Child Protection

When working with children and adolescents, DIP-CO is committed to:

- Providing safe learning and engagement environments.
- Ensuring activities are age-appropriate and inclusive.
- Respecting children's rights, privacy, and dignity.
- Encouraging parental or guardian involvement where appropriate.
- Taking all reasonable steps to protect children from harm.

Reporting Concerns

Any safeguarding concern, allegation, or incident involving a participant, employee, volunteer, or partner should be reported to DIP-CO as soon as possible.

All reports will be handled confidentially, sensitively, and in accordance with applicable laws and organizational procedures.

Where necessary, DIP-CO will cooperate with relevant authorities to ensure the safety and protection of those affected.

Confidentiality

Information relating to safeguarding concerns will only be shared with individuals who need to know in order to protect those involved and fulfil legal or professional responsibilities.

Policy Review

DIP-CO reviews this Safeguarding Policy periodically to ensure it remains aligned with legal requirements, professional standards, and organizational best practices.

Together, we are committed to creating safe environments where children, young people, families, and communities can learn, grow, and thrive.